



## President's Message

**Heidi Bliss**

As back-to-school ads start to hit our televisions, LLAGNY gears up for another year of activities. Professional education is one of the primary missions of our organization, and thus the Board is pleased to announce that LLAGNY will be sending two members to the AALL's Education Summit in September.

Representatives from all chapters and SIS's have been invited to participate and at the Summit AALL hopes to establish a model for providing career development programming that best meets the needs of its members. Andrew Tschinkel

(Education Co-Chair) and Kit Kreilick (Secretary and liaison to the Education Committee) will be attending on behalf of LLAGNY.

A big project on the horizon for LLAGNY is the updating of the Union List of Serials. The Committee has worked extremely hard to put together a list of technical requirements for the database and have shared several vendors' proposals with the board. The Committee has done a tremendous job. The Union List is one of the many ways in which members of our organization collaborate – not only in the work that was done to get this project off the ground, but in the spirit of cooperation that participating libraries will share.

LLAGNY is a volunteer-run organization and thus I would like to encourage everyone to consider becoming involved in one of our Committees. Our website has a description of what each committee does and has the contact information for the chairs. Please contact me or one of the chairs if you are interested in participating. If you don't have the time commitment to participate throughout the whole year, give the Volunteers Committee a buzz and let them know you are available to help on short-term projects.

Last but not least, I look forward to seeing you at our Fall Soiree which we plan to hold at Planet Hollywood.



### In This Issue

From The President.....	1	Member News.....	10
Legislative History Program.....	3	Book Review.....	14
LLAGNY Profile-Janice Henderson.....	5	June Dinner Photos.....	17
San Antonio Trivia-AALL.....	6	Board Minutes.....	19
Snippets from San Antonio.....	8	Generational Differences in the Private Law Firm.....	21
John Banta Memorial.....	9	AALL's Workshop on Electronic Resources.....	23

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**Call Mark** at 212-548-7959, e-mail him at [mark.schwartz@thomson.com](mailto:mark.schwartz@thomson.com)

**Call Susana** at 212-301-4470, e-mail her at [susana.camargo-pohl@thomson.com](mailto:susana.camargo-pohl@thomson.com)

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or visit our Web site: [west.thomson.com/librarians](http://west.thomson.com/librarians)



## The Legislative History Overview Program

Tuesday, April 19th, 2005

Roberta Laskowitz, NYCLA

On Tuesday, April 19th, 2005 from 12 Noon to 2 pm, the New York County Lawyers' Association played host to LLAGNY's education program on legislative history. The program was very well attended, resulting in a move to a larger room to accommodate everyone who had expressed an interest in attending. Norman L. Reimer, President of NYCLA, introduced the speakers and gave a brief history of the New York County Lawyers' Association and the library's collection. NYCLA's library had a librarian as far back as 1913, and houses a wealth of current and historical legal publications. Included in their collection are such rare documents as the transcripts of the trial resulting from the Triangle Shirtwaist Fire of 1911. Speakers included Laird Ehlert of the New York State Legislative Service, Mark Schwartz and Darla Agart representing Westlaw, and Carol Barra representing Lexis.

The program began with Laird Ehlert, Executive Director of the New York State Legislative Service, presenting a discussion of New York State legislative histories. He explained that a New York State legislative history is made up of the documents that are placed in the Governor's Bill Jacket for the chapter law. He also discussed what documents a bill jacket is made up of, the various other sources that contain information relating to the legislators' intent and what the New York Legislative Service can provide in the way of New York State legislative documents.

The program went on to discuss what makes up federal legislative histories. Mark Schwartz, of Westlaw, discussed how laws are passed and the documents that are issued during the process that contain legislative intent. He also discussed the publications, such as the U.S. Code Congressional and Administrative News and the CIS Index, that can be used to locate these documents, as well as online sources for current legislative histories.

(continued on page 16)

### **LAW LINES EDITORIAL STAFF**

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### **◆ Fall Issue**

### **Article Submission Deadline ◆**

Fall 2005.....October 21<sup>st</sup>

Please send in your suggestions for the next LLAGNY Profile (see p.5) to [lawlinesny@gmail.com](mailto:lawlinesny@gmail.com)

Submissions should be in Word or WordPerfect. Photos should be in JPG, TIF or GIF format. No PDFs please.

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## Janice E. Henderson LLAGNY Summer Profile

### *What did you want to be when you were growing up?*

When I was in high school, I wanted to teach special education. I went on to earn a Master's Degree in Special Education at Hunter College, as well as my teacher's license--only to find that there were no teaching positions available because of severe budget cuts in the city. I took a job at Morgan Lewis, which had nine attorneys at the time, as a gal Friday and did everything from reception and secretarial work to filing loose-leafs in the library. It was when attorneys started calling me to ask reference questions that I realized I found my niche. I really enjoyed the detective aspect of reference work and I decided to go get my library science degree.

### *Who do you consider your mentors?*

Linda Roach, the librarian in the Philadelphia office of Morgan Lewis, is definitely a mentor. I clicked with her--learned a lot from her and was able to call on her for help. She helped me to decide that law librarianship was the career for me.

### *Tell us about some of your best times as a law librarian.*

I think one of the best times for me is the "Eureka!" moment, that moment when you have been searching for a long time for something and you finally find the information you need. A specific time that was great for me was the first time I spoke at AALL--I was speaking about online catalogs because I was with Robinson Silverman at the time and we had recently implemented an online system. The feeling I had when I looked out at my colleagues at the convention center was a great moment.

### *What do you love most about being a law librarian?*

In addition to the detective aspect of librarianship and teaching attorneys legal research, I really view law librarianship as a noble career. I see it as a giving career where sharing information is important, unlike so many careers where people try to cover up information.

### *Since you have your J.D., what made you decide to choose law librarianship over practicing law?*

I never wanted to be an attorney. The first AALL conference I attended in 1980 had a discussion on librarians getting additional degrees, and they were discussing an MBA vs. a J.D. degree. I decided that it was a good idea so I pursued my J.D. I got it to enhance my career in law librarianship.

### *Tell us about your work with LLAGNY.*

I started out in LLAGNY when I was asked to be the advertising chair. This predates the committees having a board liaison, which meant I had to learn a lot on my own. It was challenging. I also founded the MCLE committee together with Patricia De Georges and we created the format of two programs, one for paralegals and one for Bridge the Gap. I was elected to the board as vice-president and served as President for a year and a half since President Eleanor Sabo stepped down half way through her term. During my tenure as President, we signed

the first membership contract with AALL in order to produce the LLAGNY membership directory. We also changed the start of the fiscal year to June-from August so that the membership directory would go out earlier in the year. I changed the name of the Fall New Members Gathering to the Fall Soiree so that members who weren't so new would be encouraged to attend. I believe that volunteering and being part of the LLAGNY community is important and it keeps the association going.

***What advice do you have for the next generation of law librarians?***

I think the most important thing is to continue to find enjoyment and fulfillment in your work. Bring new and fresh ideas into your job and be proactive. Also, volunteer and network as much as you can. By being active in the association (AALL & LLAGNY) you can learn more about the profession and build your career.

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**Sites & Scenes from San Antonio-Seen at AALL**

The following photos were taken at the AALL conference in San Antonio. See if you need to brush up on your Texas trivia. Answers appear on page 16.



1. Here is one of San Antonio's beautiful and historic missions, San Jose. Built in 1720 it was established by Fray Antonio Margil de Jesus. It was the second mission built in San Antonio. Name the other four missions in the city.



2. These boots were not made for walking. Part of the beautiful ice sculpture at the AALL opening gala sponsored by Lexis/Nexis was these ice cowboy boots. Cowboy boots started to appear in the late 1870s. Up until that time, most cowboys wore military style boots that they had leftover from the civil war. Charles Hyer is credited with making the first pair of cowboy boots for a cowboy passing through town who wanted custom boots. Other cowboys spotted these and wanted their own pair-and the fad was created. Name the town and state that Hyer's shop was in.



3. The Alamo, pictured here is San Antonio's most famous tourist site and site of the legendary "Battle of the Alamo" in 1836. A grand symbol of Texas freedom, it is one of the five missions in San Antonio and was founded in 1718 by Father Antonio de San Buenaventura y Olivares. Before it was called the Alamo-it had another name. What was its name?



4. The new beautifully designed Central Library in downtown San Antonio was opened to the public in May of 1995. Some detail from the front of the brightly colored building is pictured at left. The renowned Mexican architect, Ricardo Legorreta was chosen in 1991 from a design competition held in the city. The citizens of San Antonio voted to approve a bond in 1989 to cover the costs of the new building along with the interior. How much was the bond for?



5. Details from the San Jose mission are pictured at left. Much of the original carvings including the carving of San Joaquin and Saint Anne with baby Mary remain intact with minimal restoration. The wooden front entry doors (the mission still has an active church) were replicated in 1937 using stereoscopic imaging to accurately reproduce the original door design. Who carved the new doors?





## SNIPPETS FROM SAN ANTONIO:

### A SUBJECTIVE EXPERIENCE OF THE AALL CONFERENCE

Patricia Barbone, Hughes Hubbard & Reed, LLP

First let me begin by saying there is absolutely no truth to the rumor that I fell in the water while strolling along San Antonio's charming Riverwalk during the AALL Annual Meeting this past July. I did experience a small mishap, but I remained completely dry, honestly! But I am getting ahead of myself here, and what I really want to report on is what a fantastic time I had in San Antonio. I learned lots, made some terrific contacts, got involved, and generally felt energized about my career.

I began my conference experience on Saturday by attending an AALL workshop on electronic resources. I love the workshops because they give you the opportunity to learn about a topic in-depth, and this workshop was no exception. At the workshop I ran into Janet Accardo at Skadden who I am sure would agree with me on the quality of this workshop.

Then I dashed off to attend a dinner at the famous Mexican restaurant, MiTiera with the PLL Board. What a great place that was! Great food, inexpensive, and you could take a bath in the margaritas. The food was good and the company was better, all of which made me really glad I decided to take a more active role in PLL as the new Treasurer. This was my first foray into getting involved on a national level, and I have to say it made my convention experience so much more rewarding. It allowed me to meet new people and connect more strongly with those I already knew. I was amazed at the commitment level and energy of some of the volunteers and board members.

I attended every party I could squeeze an invitation to, and one I wasn't actually invited to. (Thanks, Patricia Kasting!) After a lovely sit down dinner at a restaurant along the Riverwalk hosted by CCH/ Wolters Kluwer for some of their clients, several of us went over to the Westlaw Party. I grabbed some mariachis and had my picture taken by Carol Sergis from Schulte Roth with Paulette Toth from Kirkland & Ellis and a giant armadillo á la Disney character breakfast style. Another favorite party was the ALLUNY/LLAGNY/NJLLA

reception sponsored by Thomson Dialog and presided over by Deb Collins of Dialog. A tradition of this party is the raffle emceed by Deb, and this year, with apologies to the upstaters, LLAGNY members really cleaned up on the prizes.

Sleeping? Not this convention! I got up for seven and eight a.m. meetings on a daily basis, whether to attend board meeting, vendor breakfasts, or programs.

The exhibit hall was awash in give-aways; and like so many, I put my name in for every raffle that offered a lap top or I-POD. I waited patiently in the exhibit hall for two out of three AALL drawings (a record for me!) to win one of those highly sought-after prizes. Elise Lilly and Margaret Esposito from Willkie Farr & Gallagher were waiting steadfastly as well. Alas, Elise and I had nothing but dashed hopes to show for our efforts, but Margaret scored a gift certificate to Amazon.com! Anyway it was worth it to see Margaret's stunned expression of disbelief as she fought her way to the podium to claim her prize; for you see, Margaret had lost all hope and didn't want to attend the drawing at all. It was Elise who tenaciously refused to skip the drawing and implored her colleague to attend alongside her. The rub of the AALL drawings is that you must be present to win. "See," said Elise to Margaret, victorious in the rightness of her actions. For me, it was a vicarious thrill just to stand alongside a winner.

Another highlight of this convention was my brush with celebrity. Somehow I managed to sit next to the infamous Kinky Friedman at the PLL luncheon. The appearance of Kinky at the meeting had caused a buzz of excitement in my little circle. My husband and his best friend had listened to Kinky's music in the early 70's and had read several of his detective novels. My husband nearly joined me on the trip just to hear what the musician-artist-author turned candidate-for-Texas-governor had to say for himself. Not that much to me as it turned out, but he was quite funny as the luncheon's speaker. An added bonus was when I noticed Pin-Sheng Hsiao from McCarter & English taking pictures for the PLL website. Could she have taken one of me next to



Kinky? An email to her when I got home proved successful, and she emailed me back with a photo, and the proof that I had indeed had a brush with celebrity at the AALL meeting.

Finally, that Riverwalk incident alluded to before? Well it all started at dinner prior to the Opening Reception a.k.a the chocolate extravaganza hosted by LexisNexis. I finagled myself an invitation to join Carol Sergis, Erenia Dominguez from Dickstein Shapiro, Steve Lastres from Debevoise & Plimpton, Javier Cisneros from Kreindler & Kreindler, and a few others at Presca, another charming restaurant along the Riverwalk. Dinner was delicious, and then we walked along the Riverwalk to the Opening Reception.

Maybe it was the surprisingly delicious Texas wine recommended by our waiter, or the anticipation of the mounds of chocolate and assorted desserts waiting at the Lexis sponsored event, or the engaging company and conversation that made me overlook

the buckle in the stones along our path. All I know is that one moment I was up and the other I was down. Javier quickly rushed to my aid and pulled me up, while, I, still in denial, barely knew what happened. Luckily I didn't pull any muscles or break any bones, and for that I do thank my relaxed state and the before mentioned Texas wine; but I did end up with a nasty bruise on my leg and scrape on my arm. Just in case anyone was worried, it didn't stop me from sampling any of the desserts. But the bruise and band-aid were noticeable, and many people asked me what happened. Curiously, whenever I told people I fell along the Riverwalk they seemed to think, I fell *in* the river. In fact, I sometimes detected a note of disappointment when they discovered my mishap was not that dramatic. Anyway my little stumble along the Riverwalk did not affect my enjoyment of either San Antonio or the AALL 2005 convention.

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**The following is a memorial for John Banta originally posted on the listserv**

As a former assistant to John Banta, It is with deep sadness that I report his passing. In a career that spanned some forty odd years, he was Director of the Library at the Association of the Bar of the City of New York, Hughes Hubbard & Reed, Cadwalader, Wickersham & Taft and finally White & Case LLP where he remained for thirty years. Those prodigious accomplishments notwithstanding, it was his character that made John Banta an extraordinary person. He was a kind, generous and patient man. As a director, he encouraged his staff to take on greater responsibility and rejoiced in their professional accomplishments. Though he worked in an intensely competitive and demanding environment, John Banta brought his humanity with him to the office every day. It is for this that he should always be remembered. And it is this that I will always try to emulate. May all those who mourn be comforted by the memory of a life well lived.

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## MEMBERSHIP NEWS & MOVES

LLAGNY would like to welcome the following new or returning members:

Duck K. Ahn, Internet/Intranet Librarian/Developer at Kaye Scholer, LLP

Amy B. Autrey, Reference Librarian at Kramer, Levin, Naftalis & Frankel

Judith A. Binda, Cataloging Assistant at Kaye Scholer, LLP

Joseph T. Boston, Reference Librarian at Sidley Austin Brown & Wood, LLP

Jeff Buckley, Reference Librarian at Dickstein Shapiro Morin & Oshinsky, LLP

Lily Budhram, Library Assistant at Greenberg Traurig

Leslee I. Budlong, Library Director, East Coast Region at Baker & McKenzie

Aslihan A. Bulut, P/T Reference Librarian at New Jersey Institute of Technology

Ronald C. Cirami

Donna Conti, President of DC Online, Inc.

Terri C. Corbin-Hutchinson, Supervising Librarian at Harlem Branch/NYPL

Brian P. Craig, Research Specialist at King & Spalding

Joseph D. D'Amico, Court Express

Diane Deng, Technical Services/Cataloging Librarian at Millberg Weiss Bershad & Schulman, LLP

Sheila M. Doherty, Student at LIU

Millicent V. Emmitt, Senior Corporate Research Analyst at Debevoise & Plimpton, LLP

Melinda Figueiredo, Research Librarian at DLA Piper Rudnick Gray Cary

Frank Giammarino, Student

Pat Hartley, Library Assistant at Pryor, Chasman, Sherman & Flynn, LLP

Tracy Hesse, Electronic Services Librarian at Fried, Frank, Harris, Shriver & Jacobson, LLP

Kadri Kallikorm-Rhodes, Student at the School of Information & Library Science, Rutgers University

Marilyn Katz, Assistant Librarian at Heller Ehrman, LLP

Elizabeth H. Klampert, Legal Training Consultant at CCH, Inc.

Kelli-Ann N. Kerr, Library Clerk at Ropes & Gray, LLP

Emily S. Kranis, Senior Research Librarian at LeBoeuf, Lamb, Greene & MacRae, LLP

Shirley Kuan, Reference Librarian at Fried, Frank, Harris, Shriver & Jacobson, LLP

Patricia E. Lynch, Librarian at MS 136

Lucy Machecha, Senior Litigation Paralegal at Morrison Cohen, LLP

Elizabeth Marcus, Researcher at CCH Corsearch

Alicia Navarro, Automated Systems Coordinator at New York Law Institute

Christine A. Dubuque, Research Librarian at DLA Piper Rudnick Gray Cary	Rebecca D. Newton, Para-Legal at Manatt, Phelps & Phillips, LLP
Steve Durgee, Reference Librarian at Proskauer Rose, LLP	Robin Polling-Finkelstein, President of U.S. Document Retrieval Service, Inc.
James G. Durham, Head of Public Services at Touro Law Center Library	James T. Redick, Inter-Library Loan Specialist at Proskauer Rose, LLP
	Maria T. Regan, Library Assistant at Kaye Scholer, LLP
Rebecca A. Reiter, Reference Librarian at Fried, Frank, Harris, Shriver & Jacobson, LLP	Janet Sekhri is now Branch Librarian at Wolf, Block, Schoor & Solis-Cohen, LLP
Alexandra Rojas, Reference Librarian at LaGuardia Community College	Cherryl J. Stephen is now Research Librarian at Kaye Scholer, LLP
Barbara Schubeck, Student at Long Island University	Hugh Tidwell, Senior Law Librarian at the Federal Reserve Bank of New York has retired as of July 1, 2005
Shamtie Sookdeo, Library Assistant at Anderson Kill & Olick, PC	<b>Member Title Changes:</b>
David Wang, Library Assistant at Columbia University	Alina Alvarez-Lenda is now Head Librarian at Hunton & Williams
Gail F. Whittemore, Reference/Non-Print/Gov Docs Librarian at Pace University School of Law Library	Vytas Bandziukas is now Information Resources Manager at King & Spaulding
<b>Member Moves:</b>	Wesley Beato is now Reference Librarian at Proskauer Rose, LLP
Lynne R. Baxter is now Director of Legal Information at Selective Insurance Group, Inc.	Marlene C. Gebauer is now National Research Manager at Greenberg Traurig
Margaret A. Beirne is now Principal Law Librarian at Bronx Supreme Court Law Library	Anthony D. Cocuzzi is now Directory of Library & Research Services at Milberg Weiss Bershad & Schulman, LLP
Francesca D. Cesaretti is now Assoc Director of Library Information Services at Milbank Tweed	Jessy Cordova is now Technical Services Assistant at Clifford Chance, LLP
Flora D. Elias-Migue is now Technical Document Specialist at Ropes & Gray, LLP	Craig Eastland is now Reference Services Supervisor at Fried, Frank, Harris, Shriver & Jacobson, LLP
Mary A. Gilligan is now at Jones Day	



Janice E. Henderson is now Research Librarian at Lovells

Elizabeth D. Kenney is now Law Librarian at Con Edison, Inc.

Steven Lastres is now Director of Library & Knowledge Resources at Debevoise & Plimpton, LLP

Francesca Occhiogrosso is now Records Management/ Acquisitions Librarian at Ropes & Gray, LLP

Fred Peal is now Technical Document Specialist at Ropes & Gray, LLP

Carol S. Joseph is now Head of Cataloging & Judaica Collection at Touro Law Center Library

Christopher Lauzau is now Senior Legal Research Assistant at Debevoise & Plimpton, LLP

Helen Mary Lawless is now Research Manager at Debevoise & Plimpton, LLP

Philippe N. Mitton is now Library Accounts Specialist at King & Spaulding

Beth Mobley is now Associate Director at Touro Law Center Library

Joanne Murphy is now Reference Librarian at Sills Cummis Epstein & Gross, PC

Elise Ng is now Reference Librarian at Kramer, Levin Naftalis & Frankel, LLP

Elizabeth Nork is now Senior Reference Librarian at White & Case, LLP

Deborah Pitter is now Circulation Supervisor at Proskauer Rose, LLP

Angela Florea is now Library Assistant at Latham & Watkins, LLP

Elena Gorodetsky is now Reference Librarian/ Computer Services Librarian at Latham & Watkins, LLP

Carrie Hart is now Library Assistant at Morrison & Foerster, LLP

Carol Hoffman is now Legal Research Specialist at Ropes & Gray, LLP

Carmen Hudson is now AVP Finance Officer at Chase Manhattan Bank

Maria L. Schillaci is now Technical Services Assistant at O'Melveny & Myers, LLP

Nan C. Schubel is now Director at Ernst & Young – General Counsel's Office

Lisa M. Vizzotti is now Director at Roberts & Holland, LLP

Megan Von Behren is now Technical Services Manager at Fried, Frank, Harris, Shriver & Jacobson, LLP

Joel M. Weisberger is now Corp & Bus Dev Librarian at Dewey Ballantine, LLP

Larisa Zakiene is now Reference Librarian at Wilson, Elser, Moskowitz, Edelman & Dicker

#### **Firm News:**

Cullen & Dykman Bleakley Platt, LLP has become Cullen & Dykman, LLP

Fish & Neave has merged with Ropes & Gray, LLP

Heller Ehrman White & McAuliffe, LLP has become Heller Ehrman, LLP





Chris Lowden is now Reference Librarian at Dewey Ballantine LLP

Jin Qian is now Director of Library Services at Wilson, Elser, Moskowitz, Edelman & Dicker

Andrea J. Quijano is now Information Specialist at Fried, Frank, Harris, Shriver & Jacobson, LLP

Peter Raimondi is now Library Web Services Assistant Milbank, Tweed, Hadley & McCloy, LLP

Mario B. Rodriguez is now Junior Reference Librarian at White & Case, LLP

Aurelia Sanchez is now Assistant Librarian at Rivkin Radler, LLP

Joanne Santino is now Library Manager at Herrick, Feinstein, LLP

Jackson Lewis Schnitzler & Krupman has become Jackson Lewis, LLP and has moved to 1 N. Broadway, White Plains, NY

Jenkins & Gilchrist has become Troutman Sanders, LLP

RIA has become Thomson RIA

Condon & Forsyth has moved to 7 Times Square

Kramer, Levin, Naftalis & Frankel has moved to 1177 Avenue of the Americas

Moses & Singer, LLP has moved to 405 Lexington Avenue



William H. Manz, senior research librarian at St. John's University Law School, is honored at AALL with the 2005 Joseph L. Andrews Bibliographical Award for his revision to *Gibson's New York Legal Research Guide*.



William Camargo and Marlene Gebauer announce the birth of their son, Charles Franklin Camargo. Charlie was born on May 18, 2005 at 9 pounds 3 ounces and 19 3/4 inches tall. The family is doing great and all say thank you for the well wishes received from the LLAGNY Board, Law Lines staff and many LLAGNY members



**Book Review: Commercial Litigation in New York State Courts**  
**June Berger, Stroock & Stroock & Lavan, LLP**

*Commercial Litigation in New York State Courts*, Robert L. Haig, Editor-in-Chief, West Publishing, Five volumes, 6,000 pp., \$480.00 (\$288.00 to NYCLA members) Includes CD-ROM of litigation forms and jury charges.

For years Commercial Litigation in New York State Courts has been considered to be the most comprehensive and well-written treatise in this area of the law. Due to the many changes and growth in procedural and substantive law relating to commercial litigation it became clear that a new edition of the treatise would be welcome. The second edition of Commercial Litigation in New York State Courts was published in January 2005. The original sixty-eight chapters of the first edition have been updated and twenty-one new chapters have been added. New chapters include topics such as securities litigation, mergers and acquisitions, professional liability, franchising and products liability. The new set has also grown from three to five volumes. This includes a separate appendix with the rules, guidelines, procedures, forms and other essential documents of the Commercial Division of the New York State court

Editor-in-Chief Robert Haig has done an outstanding job of organizing the work of one hundred and twenty-one renowned authors for this publication. They include highly experienced commercial litigators, judges, and legal scholars. Together they have written a practical guide that deals with the issues busy litigators need to know. It is important to note that this publication is a joint venture between New York County Lawyers' Association and West Publishing. All authors have contributed a considerable amount of their time to this pro bono effort and all royalties derived from the sale of this publication will go directly to NYCLA.

The treatise's format is practical and easy to use. All chapters are well organized and contain detailed indexing features. Also included are citations to current cases, statutes, court guidelines, rules, West Key Numbers, Digest Topics, KeyCite references, jury instructions, forms and cross references. At the end of every chapter we find an invaluable practice checklist that is linked to different chapter sections. These checklists summarize procedures and list allegations and possible defenses and how to prove them.

I highly recommend Commercial Litigation in New York State Courts for all law libraries. This is sure to be one of your most popular titles in your New York collection.

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**Laskowitz**, continued from page 3

Darla Agart, of Westlaw, discussed the sources available on Westlaw for locating documents that make up federal and state legislative histories. Westlaw continues to expand the sources they have available online for locating federal and New York legislative documents.

Carol Barra, of Lexis, discussed the sources available on Lexis for locating federal and state legislative documents. While there is some overlap in the publications and documents dealing with legislative histories in both Lexis and Westlaw, they complement each other in providing access to legislative documents. Unique to Lexis is online access to congressional Quarterly, CIS Index going back to 1954, and the Tax Analyst, which contains tax treaties.

Unfortunately, Lexis and Westlaw, as well as the official websites, such as Thomas (thomas.loc.gov), the Library of Congress' online legislative database, provide access only to relatively recent congresses and legislatures. For legislative histories predating the online services and certain recent documents which are not available online, one is dependent on document retrieval services, such as New York Legislative Service, for New York State documents and bill jackets, interlibrary loan of commercially compiled legislative histories for older federal legislative histories, and membership libraries, such as New York County Lawyers' Association, New York Law Institute and Association of the Bar of the City of New York, for hard-to-find publications and documents.



**Mark Schwartz**, Thomson West  
Librarian Relations



**Laird Ehlert**, New York  
Legislative Service



**Carol Barra**, LexisNexis  
Librarian Relations

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Answers from San Antonio trivia on page 6:

1. Mission San Juan, Mission Concepcion, Mission Espada & the Alamo
2. Olathe, Kansas
3. Mission San Antonio de Valero
4. 28 million
5. Peter Mansbendel



## LLAGNY Annual Meeting & June Dinner 2005

Horizon Yacht Cruise, Wednesday, June 1st  
Photos by John Lai, Jim Murphy & Janet Peros



**Anthony Burgalassi**, KMZ Rosenman  
**Patricia Barbone**, Hughes Hubbard & Reed &  
**Bess Reynolds**, Cadwalader, Wickersham & Taft



**LLAGNY Board**: current, incoming & outgoing



A view of the **Manhattan Bridge** from the cruise



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**Andrew Tschinkel**, NYS Supreme Court Library



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**Cathy Lehmann**, Secretary of AALL tosses beads in preparation for the 2007 annual meeting in New Orleans

**LLAGNY BOARD MEETING**  
**April 20, 2005**  
**Stroock & Stroock & Lavan LLP**  
**New York, NY 10038-4982**

Members Present: David Merkin (presiding), Patricia Barbone, Heidi Bliss, Anthony Cocuzzi, Karen Heusel, Patricia Kasting, Janet Peros, Andrew Tschinkel, Mark Zaleck

Board Meeting Called to order: 6:10 PM

Approval of March 2005 minutes:

- Motion to approve minutes
- Motion approved (Barbone, Heusel)

Treasurer's Report: April 20th, 2005

- The balance of the checkbook as of April 20th, 2005 is \$42,975.43.
- The balance of the money market fund is \$75,727.19 as of the April 12th, 2005 statement.
- The value of our 60 month CD maturing 8/20/09 as of the April 12th, 2005 statement is \$10,244.10

Old Business:

- Arrange accommodations for Catherine Lehmann.
- Union List:
  - Will not pursue EOS as vendor.
  - Recommend discussing union list with a software consultant regarding the possibility of creating our own database.
- LLAGNY Table at Annual Meeting:
  - Send out call for volunteers and ask committee to arrange schedule for volunteers at this time.
  - Law Lines: 50 copies of past two issues are sufficient.

New Business:

- June Dinner:
  - Cost per member of \$50.00
- NE Regional Conference (2007)

- Move that LLAGNY participate in the 4<sup>th</sup> Regional Conference.
- Motion approved (Berger, Heusel)

▪ Mailing List:

- Membership Committee is responsible for maintaining and updating the LLAGNY membership database. Mailing labels are obtained from the Membership Committee.
- Online Voting: Recommend Board investigate online voting for LLAGNY elections. Online voting will require a By-laws amendment.
- Web page for Law Lines: Provide Law Lines information page for members and advertisers on LLAGNY website.

Committee Reports:

- Education Committee: Effective Negotiation program is scheduled for May 11, 2005. Flyer is approved as corrected.
  - Move that the Education Committee may spend up to \$225.00 for light refreshments.
  - Motion approved (Barbone, Heusel)
- Pro Bono Committee: There are typographical and grammatical errors on the proposed brochure. Please review more closely.
- Public Relations Committee: Ask New York Law Journal for reprint rights to the recent article "Ode to Librarians". Recommend article as a promotional item.
- Scholarship Committee: Have received at least one application for the AALL grant. West may contribute to fund.
- Student Relations Committee: Flyers for all of the scheduled programs are posted on the LLAGNY website.

Meeting Adjourned: 8:05 PM

Respectfully Submitted

Patricia Kasting  
Secretary



**LLAGNY BOARD MEETING****May 18, 2005****Schulte Roth & Zabel LLP****New York, NY 10022**

Members Present: David Merkin (presiding), Patricia Barbone, June Berger, Heidi Bliss, Karen Heusel, Patricia Kasting, Janet Peros, Andrew Tschinkel.  
Incoming Board Members Present: Kit Kreilick, Ralph Monaco, Bonnie Schwartz.

Board Meeting called to Order: 6:15 PM

Approval of April 2005 minutes:

- Motion to approve minutes
- Motion approved (Bliss, Peros)

Treasurer's Report: May 18th, 2005

- The balance of the checkbook as of May 18, 2005 is \$21,674.07.
- The balance of the money market fund is \$75,757.28 as of the May 11th, 2005 statement.
- The value of our 60 month CD maturing 8/20/09 as of the May 11th, 2005 statement is \$10,277.24

Old Business:

- Visit of Catherine Lehmann: recommend Windham Hotel and several restaurants.
- SIMA: Board is satisfied with SIMA's product, but needs more time to review proposal before making the recommendation.
- AALL Table: Post call for volunteers on the listserv and have a sign up sheet at the June dinner. Law Lines will have 50 copies each of the Winter and Spring Law Lines to hand out at the table at AALL.
  - Move that Law Lines committee be permitted to spend up to \$1300.00 to have the copies printed at Kinko's in San Antonio, TX.
  - Motion Approved (Barbone, Bliss)
- Online voting: Recommend that LLAGNY move towards online voting for elections. Investigate methods used to conduct online voting.

New Business:

- Suggest that a Bridge the Gap program for library students interested in law librarianship be created. Program might be a joint effort between the MCLE/Teaching Legal Research committee and the Student Relations committee.
- Letter from LLAGNY to Bill Manz for receiving the Joseph Andrews Award for his revision to *Gibson's New York Legal Research Guide*.
- Question: Should content/materials of LLAGNY education programs be posted on the LLAGNY website. Remind membership that the content/materials of programs may be sent to them upon request, or may be viewed online. May want to consider making the content/materials available in the Members Only section of the website.
- Recommend that the programs for the June Dinner be white with the new color logo.
- Talent Show: Apparently some members are asking that another Talent Show be held. Need to discover what the membership really want and expect from LLAGNY.
- Recommend that LLAGNY seek additional party planners.
  - Move that the 2005 Fall Soiree be held at Planet Hollywood.
  - Motion Approved (Bliss, Barbone)

No Committee Reports

Meeting Adjourned: 7:45 PM

Respectfully Submitted

Patricia Kasting

Secretary, LLAGNY





## Generational Differences in the Private Law

### Firm: Workplace Issues

**Kit Hartnett, Proskauer Rose LLP & Gayle Lynn-Nelson, LexisNexis**

Most of today's workplaces have four different generations working together, including law firms. Let's take a look at who makes up each generation, events that affected them and their general characteristics. This article will also look at how the different generations view the workplace as well as training issues.

**Veterans (1922-1943)** 52 million (5% of the current workforce) – this first group makes up the older partners (or who we report to) in the firm. They are generally known as decision-makers, rainmakers and power players. The pivotal events shaping their upbringing include: Prohibition, Wall Street Crash of 1929, the Great Depression, the New Deal and the development of radio. Their work style is characterized by loyalty, dependability, hard work and sacrifice for the employer. They are often not adaptable to change, prefer a structured environment and a formal chain of command.

**Baby Boomers (1943-1960)** 73 million (45% of the workforce) – this generation represents the younger partners and senior counsel. They are the decision-makers in training – those who are just beginning to emerge as the “next generation” of lawyers who will be running the law firms. Their work ethic is governed by the motto “Live to work.” Team building and people skills are their strong suit as is their service oriented approach to employment. Events shaping their lives were WWII, Working Women, Korean War, Television, Rock ‘n’ Roll.

**Gen X/Xers/Nexus (1960-1980)** 70 million (40% of the workforce). This generation is the link between Industrial Age and Information Age. They make up the new attorneys and summer associates that are joining our firms. As attorneys in training, they are usually heavy library users. In contrast to the Boomers, their motto is “Work to live” (Life/Work Balance). Their general characteristics are creativity, adaptability, technologically literate, but are

often impatient and need coaching on people skills. Known as the “Me Generation”, Gen X has been influenced by the Vietnam War, the Civil Rights movement, Space Program and Watergate.

**Millennials/Gen Y/NeXters (1980-2000)** 70 million (10% of the workforce). They comprise this year's incoming class of summer associates. This group is confident and street smart as well as multitasking in a totally technology-based world. However, this tends to give them a lack of experience in the workplace, especially in people skills. They need and want a strong management and structured work environment. They grew up with the following events: Desert Storm, Hostages, Domestic Terrorism, Hi-Tech Society/Internet/PCs and the AIDS epidemic.

There are some similarities between the different generations. Both Veterans and Millennials like structure and scheduling. Gen X and Millennials share a focus on family and children. These two generations are also technology-literate and multitaskers. Boomers and Gen X make up the biggest percentage of the present workforce (80-85%). Boomers have a team perspective, are process-oriented, and have a love/hate relationship with authority. Gen X has an individual perspective, are results-oriented and are unimpressed with authority.

Each generation view their careers differently as well as how the job affects their lives. In addition, their need for feedback and motivation can present a challenge to managers.

### How the Generations View their Careers

Veterans – Build a Legacy

Boomers – Build a Stellar Career

Gen Xers – Build a Portable Career

Millennials – Build Parallel Careers

### Work/Life Balance

Veterans – Support me in shifting the balance.

Boomers – Help me balance everyone else and find meaning myself.

GenXers – Give me balance now –not when I am 65.

Millenials – Work is not everything – flexibility to balance my activities.

### **Motivating Tips**

Veterans – Personal touch is best, such as handwritten notes or plaques. They also like to chat and socialize between assigned tasks.

Boomers – Public recognition and the more the better. Let them prove themselves and their skills and do not forget to challenge them to excel. Reward them for long hours and work ethic.

Gen X – Give them lots of projects and let them control prioritizing and juggling duties. They also love the latest technology – let them be the tester for new technology or databases for the entire library staff (if appropriate to job ).

Millenials – Ask about their personal goals – and show them how they mesh with library’s/firm’s /person’s career path.

One idea is to have a “Kudos board” displayed in the library – put up emails that the library staff members received for completing a project, doing a good job, thank yous from attorneys, etc.

Generational issues are just one factor affecting the job market. To better understand the workplace of the future, you must first be cognizant of your own perspective. Second, recognize that what is standard or acceptable business behavior to one generation may be viewed in a radically different way by another group. Third, law firm librarians work in fast-paced, high-tech, rapidly changing, knowledge-driven global companies.

The Boomers are just starting to retire, but are also redefining retirement. This is not just the attorneys in a law firm. According to 1990 census data, 58% of

librarians will reach the age of 65 or older between 2005 -2019.

How are law firms going to cope with losing the corporate knowledge as well as the large number of employees? Their knowledge and experience is a valued commodity and will continue to be so in the future. In addition, the pool of qualified GenXers will not be enough to replace the retiring Boomers and they also want a work/life balance now (not when they are 65!)

Firms are going to have to be able to manage a group of employees that may want part-time or flexible hours, job-sharing, non-traditional hours (not 9-5) and be able to support telecommuters (by having a strong technology infrastructure).

### **Conquering the generational divide when training**

Training issues become even more challenging when dealing with numerous generations and their varying traits. As noted earlier in this article there are four different generations participating in the labor force today, both in America and Canada, as well as throughout Europe. The clash of the generations is a result of a collision of values, expectations, ambitions and attitudes. At the start of the 21<sup>st</sup> century, it is increasingly likely that participants in a training course are a more age-diverse group than ever before. The problem for trainers is that each generation has a unique perspective on the world, and in particular has unique preferences for acquiring, digesting, organizing, and applying information and skills.

For most of you reading this article your biggest challenge will be training the Millennials (also known as Gen-Y, Nexters, Echo Boomers, the Boomlet, the Nintendo Generation, the Digital Generation, and, in Canada, the Sunshine Generation), those associates just entering the workplace in your respective organizations, law firms, law schools, courts. These will include your summer associates and incoming fall associates. (continued on page 24)

## AALL's Workshop on Electronic Resources

Patricia Barbone, Hughes Hubbard & Reed LLP

Think you've heard it all about electronic licensing? Think again. I've been to licensing programs before, but I really got a lot out of AALL's all-day workshop "*Electronic Resources from Acquisition to Access: Selecting, Negotiating, Licensing, Managing, and Delivering E-content for Your Library*." The instructors did a terrific job of preparing this program. It was geared to all types of libraries and, to my surprise, almost all of the information was relevant to all types of libraries; and what wasn't, was still worth learning about. Largely this was due to the forethought of the instructors who took the time to send an electronic survey to registered attendees, the results of which allowed them to fine-tune the workshop's content to the audience's level and experience. There were six speakers assigned to prepare handouts and discuss different aspects of electronic resources. Topics included selection of e-products, licensing e-products, negotiating techniques to acquire e-products, delivery and authentication of e-products, electronic tools to manage your e-products, and using statistics for evaluating the usage of your e-products. Particularly useful to me were the discussions on licensing agreements and negotiations.

The segment on licensing agreements was handled by the workshop's coordinator, Tracy Thompson, Executive Director of the New England Law Library Consortia (NELLCO). Thompson covered the components of licensing agreements and explained key terms in standard electronic licensing agreements. Thompson recommended that every organization create its own standard license. At the very least, she recommended creating a checklist of things you want to include and things you don't want to include when licensing new content for your organization. To aid this process, Thompson and pointed the attendees towards model licenses such as "The Liblicense Standard Licensing Agreement" available at

[www.library.yale.edu/~llicense/modlic.shtml](http://www.library.yale.edu/~llicense/modlic.shtml). This was a great suggestion that a surprising number of us were not practicing. Talk about reinventing the wheel! The group's learning experience was enhanced when we broke into groups to review

some actual and poorly written license agreements, and discussed how we might change them in our own organizations.

The section on negotiation was both informative and entertaining. Diane Frake, Acting Director of Vermont Law School has lots of experience with negotiations and great anecdotes to prove it. Frake got us in tune with our negotiating styles with a simple exercise to try to get someone at our table to stand behind our chair. Our reward? A hypothetical \$1,000. The reward of the person standing behind our chair? Nothing...unless we chose to offer them something to stand behind our chair. The various ways the attendees handled this dilemma led us to a discussion of the various types of negotiating styles: competitors, problem solvers, compromisers, accommodators, and conflict avoiders. We also spent time discussing the artful dance of exchanging information with your vendor; a dance highly influenced by your negotiation style.

Frake stressed preparedness, knowing your personal negotiating style, having high expectations, being patient, listening, and behaving with integrity as some of the key ingredients to productive negotiations. Most importantly, librarians negotiating for e-content need to recognize that it is a business arrangement which should be advantageous to both parties; and both parties need to reach what Frake described as the "norm of reciprocity."

The workshop also offered networking opportunities by dividing us into groups, breaking frequently for refreshments, and inviting us to join a luncheon party led by an instructor for a discussion of the morning's topics at a nearby restaurant. This full day workshop was a thorough overview of the life cycle of an electronic resource as a library acquisition. It presented current practices as well as trends for the future with lots of suggestions for best practices. All in all, it was a great workshop for anyone responsible for electronic resources in a library. In this day and age, that's just about all of us!

**Hartnett & Lynn-Nelson**, continued from page 22

In light of this we will focus on training what you can call the younger learner, to some extent Gen-Xers and for the most part Millennials.

At this time Millennials are a hot commodity on the job market. They are optimistic, talented, well-educated, collaborative, open-minded, influential, and achievement-oriented. They are arriving in the workplace with higher expectations than any generation before. They are so well-connected that, if an employer does not match those expectations, they have the ability to tell thousands of their cohorts with one click of the mouse.

While we may continue to see older colleagues, Xers, Boomers, and Veterans, supervising the newest recruits, other scenarios will become commonplace: experienced Boomers reporting to a fresh-faced Millennial (not so much in the law firm environment but in corporations across America and Canada), members of all four generations working side-by-side on teams or perhaps a Millennial calling on a powerful Gen-X client. Gen-Xers complain the Millennials are another indulged generation like the Boomers, that they are self-absorbed and Pollyannaish. Millennials allege that Gen-Xers are cynical and aloof, throwing water on fresh ideas and idealism.

The main components of the Millennials work ethic are as follows: confident, hopeful, goal and achievement oriented, civic-minded and inclusive. Federal reports show that Millennials are healthier and more economically secure than any earlier generation.

The six most frequent requests of Millennials from their employers/trainers etc. are the following:

- You be the leader – this is a generation that has grown up with structure and supervision, with parents who were role models.
- Challenge me – Millennials want learning opportunities, they want to be assigned projects they can learn from.

- Let me work with friends – Millennials say they want to work with people they “click” with, they like being friends and co-workers.
- Let’s have fun – Humor and a bit of silliness is ok with this group.
- Respect me – they want their ideas to be treated respectfully.
- Be flexible – remember this is the busiest generation ever and they do not want to give up their activities just because of jobs.

Millennial learning preferences include teamwork, technology, structure, entertainment & excitement and experiential activities. Their communication preferences are positive, respectful, motivational, electronic and goal-focused.

The ideal trainer for this group of learners is an experienced mentor. Millennials appreciate a trainer who is able to give attention and structure to the material. They respond well to authority figures, and respect qualifications and expertise. Be non-linear and use extensive multi-media. Use many different techniques to get a point across. Let them know the practical benefit of what they are learning – do this at the start of any session.

Millennials are motivated to learn skills and information that will make their working lives less stressful, and will move them closer to achieving personal potential and passions in the workplace. They would enjoy training courses that go beyond simple job functionality (such courses as: good parenting, marriage skills, personal financial management, health and wellness, and so on – not your typical law firm class offerings). This group is more economically motivated than Xers, and training motivation can be linked to this. They are also attracted to learning that does not just teach content, but also teaches process as well – so that they can continue learning and developing well after the course is over.

Like Xers, Millennials prefer training activities that are entertaining in themselves. Training materials that suit them are lively and varied. Printed materials



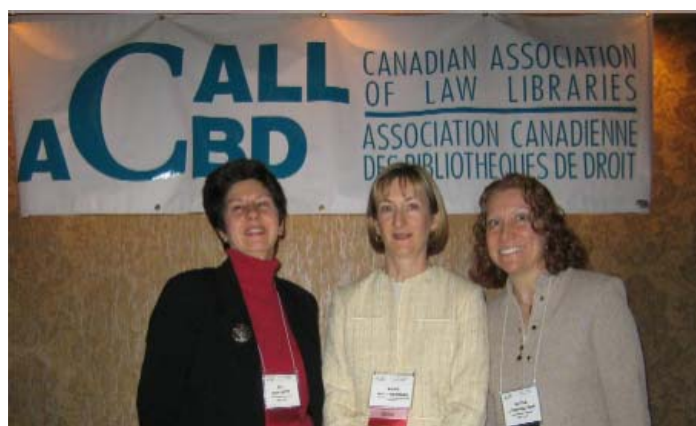
should have the same multiple focal points as the materials targeted at Xers- with one exception. Millennials for the most part are readers so include reprints of articles and written backup information, and lots and lots of links to webpages.

### In summary

Generational differences in private law firms present many challenges in the workplace. Staffing issues, work ethics and styles, effective training programs and even communication preferences all affect our law firms. However, a diverse library staff can better serve all the different levels of attorneys in a law firm. In addition, simply being aware of how the different generations behave in the workplace setting will allow for better management and understanding.

Different generations develop different learning styles and habits. The learning styles and habits of the emerging generations have been strongly affected by their use of technology. Younger learners' comfort with all-things-e, especially computers and the internet, and their early, intense playing of video games, have made them respond better to training given at a quicker pace, containing a high level of

interaction, and providing choices and options. Understanding the subtle nuances of what makes each generation tick can make a tremendous difference in the success of training programs and the experiences of the learners. Assume the best about people. Successful trainers treat everyone as if they have great things to offer and are motivated to do their best. Use the generational strengths. Design methods to overcome the weaknesses. Above all, have fun!



**Kit Hartnett**, Director of Library Services at Proskauer Rose LLP, **Anne Matthewman**, Program Chair and **Gayle Lynn-Nelson**, Senior Lead, Librarian Relations Group at LexisNexis. Kit Hartnett and Gayle Lynn-Nelson recently spoke at the 43rd Annual Conference of the Canadian Association of Law Libraries (CALL) in St. John's, Newfoundland and Labrador, Canada. Their presentation - "Generations in the Workplace" - addressed the challenges of an age diverse workplace of differing work ethics, contrasting values and individual styles  
Photo by Angela Tietolman, Robinson Sheppard Shapiro, Montreal, Quebec, CA

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Canadian HR Reporter, [www.hrreporter.com](http://www.hrreporter.com)

Generations at Work, [www.generationsatwork.com](http://www.generationsatwork.com)

Generation Link, <http://library.advanced.org/23440/generationlink.html>

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Society of Human Resource Management, [www.shrm.org](http://www.shrm.org) (subscription –based website).

Tomorrow Today.biz, [www.tomorrowtoday.biz/generations](http://www.tomorrowtoday.biz/generations)



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<http://www.aallnet.org/chapter/llagny/jobs.html>

Rates are \$50 for two weeks, \$75 for four weeks. Check should be made payable to LLAGNY. Send job descriptions to Denis O'Conner via email or fax. Please include your name, address and telephone number for billing purposes. Job descriptions received by Thursday at 4pm are normally posted on this Web page the following Monday.

Denis O'Conner  
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## VOLUNTEER FORM

The success of LLAGNY is dependent on the voluntary efforts of its members. By joining a committee, you have the opportunity to interact with your colleagues, make a contribution to your professional association and see the results of your efforts.

This is the chance to build on old experiences and contribute your expertise and background. The more people who come forward, the more the work is shared.

Below is a list of committees which cover a wide range of functions and activities. Please click on the committee name for a detailed description of each. Please feel free to contact the committee co-chairs for any questions on their specific committee.

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Name: \_\_\_\_\_

Title: \_\_\_\_\_

Affiliation: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

1<sup>st</sup> choice \_\_\_\_\_

2<sup>nd</sup> choice \_\_\_\_\_

3<sup>rd</sup> choice \_\_\_\_\_

\_\_\_\_\_ Please assign me to any committee

Please email your completed form to the Membership Committee Jill Lanier at [jlanier@omm.com](mailto:jlanier@omm.com)  
 or Brooke Raymond [braymond@goodwinprocter.com](mailto:braymond@goodwinprocter.com)